expedia group
UK 2019 Gender Pay Gap

Employees at Expedia Group celebrate and champion inclusion and diversity. Our goal is to create a sense of belonging and an inclusive and exciting environment that celebrates the extraordinary blend of backgrounds, perspectives and experiences. It is extremely important that all our employees are treated equally and fairly.

This includes transparency towards pay parity for our Expedia Group employees. Alongside our own internal global analysis, we are legally obliged to report on the gender pay gap results for our UK legal divisions with more than 250 employees. Although a legal requirement, it provides us with important and valuable insight into our workforce.

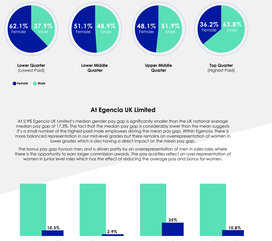
About the results

Continuing our transparency from last year, we are publishing details for Expedia.com Limited, Egencia UK Limited, EAN Support Services Limited and HomeAway UK Limited.

At an Expedia Group level our mean pay gap has decreased to 14.9% and our median pay gap is 15.4%. Although still in favour of men, the gap has moved in positive direction and compares favourably to both the science and technology industry average where the mean and median pay gaps are 17% and 15.7%, respectively, and the Technical Consultancy Association's average where the mean and median pay gaps are 26.2% and 23.2%. Removing the impact of the highest and lowest paid employees to calculate our median pay gap suggests that a smaller number of highest and lowest paid employees are driving the mean pay gap down.

However, our non-demographic mean pay gap, the difference in pay between men and women in each grade, is 4.1% which is considered 'low risk' by the Equality and Human Rights Commission. While there is room for improvement, we remain in a positive position at an Expedia Group level in relation to the Equality and Human Rights Commission guidance.

The ratio of female to male employees in the four UK entities is as follows:

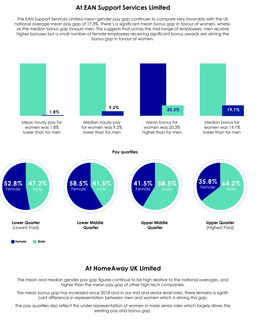


Expedia.com Limited

Expedia.com Limited's mean and median pay gaps have moved in a positive direction, showing a significant decrease. This is due to a number of reasons including a better representation of women at higher levels.

Both the mean and median bonus pay gaps have also decreased, but the mean bonus gap is larger due to higher bonuses received by a small number of senior male employees.

The pay quartiles continue to reflect an over-representation of women in junior level roles and an over-representation of men in more senior roles which has contributed to inflating the average male pay and bonus.



At Egencia UK Limited

At 2.9% Egencia UK Limited's median gender pay gap is significantly smaller than the UK national average median pay gap of 17.3%. The fact that the median pay gap is considerably lower than the mean suggests it's a small number of the highest-paid male employees driving the mean pay gap. Within Egencia, there is more balance between male and female employees in the highest-paid roles and an over-representation of women in lower grades which is also having a direct impact on the mean pay gap.

The bonus pay gap favours men and is driven partly by an overrepresentation of men in sales roles where there is the opportunity to earn larger commission awards. The pay quartiles reflect an over-representation of women in junior level roles which has the effect of reducing the average pay and bonus for women.

At EAN Support Services Limited

The EAN Support Services Limited mean gender pay gap continues to compare very favorably with the UK national average mean pay gap of 17.3%. At 1.8% it is a small number of the highest-paid male employees who are driving up the median bonus gap favourably in our favour. The fact that across the mean pay gap of employees, men receive higher bonuses but a small number of female employees receiving significant bonus awards are driving the bonus gap in favour of women.

At HomeAway UK Limited

The mean and median gender pay gap figures continue to be high relative to the national averages, and higher than the mean pay gap of other high-tech companies.

The mean bonus gap has increased since 2018 and in our mid and senior level roles, there remains a significant difference in representation between men and women which is driving this gap.

The pay quartiles also reflect this under-representation of women in more senior roles which largely drives the existing pay and bonus gap.

Proportion of males and females receiving a bonus

The number of men and women receiving a bonus differs by entity but in all entities except EAN Support Services Limited, a higher % of men received a bonus than women. Although the proportion of men and women receiving a bonus, the gap is primarily related to new joiners being ineligible for a bonus or due to the nature of their employment contract e.g. Fixed Term Contractors, New joiners will be eligible for bonus in future cycles.

What are we doing to strengthen our inclusive culture?

We believe inclusion is a lifelong learning journey, not a destination and that we still have much to do. With Inclusion and Diversity (I&D) experts, executive sponsors, employee networks and volunteers, our I&D strategy is truly developed by and for our employees.

Here is a sample of the programs and initiatives we are driving:

1 CEO Action Pledge for Diversity and Inclusion: Expedia Group signed the commitment, working to mobilize the travel industry to make major, actionable steps to promote diversity and inclusion.

2 Rolled out an end-to-end recruitment process that addresses and eliminates bias by focusing on gender neutral language in job postings, providing interview training for hiring managers to reduce bias, having at least one female in each interview panel at leadership levels and tracking hiring pipeline data by gender representation.

3 Public commitment to eliminating the gender pay gap
- as a founding member of the 2020 Pay Equity Principles, a set of principles designed to make the work behind eliminating the pay gap actionable and accessible to companies of all sizes.
- helping the formation of the Employers for Pay Equity (EPE) steering committee to drive a cross-industry strategy to elevate and model the role of businesses in closing the gender pay gap.

4 Investing in the development and retention of our employees including the global "Happy to Be Back" program that supports employees' return to work after a leave of three months or longer.

5 Investing in external benchmarking studies including the Diversity Best Practice Inclusion Index and the Disability Equality Index.

6 Employee Resource Groups our global network of Employee Resource Groups (ERGs) play an invaluable role in our I&D strategy. They not only help employees connect and share knowledge and lived experiences, but they also provide the business with ideas and insights for how to improve our inclusion and diversity efforts for our employees, customers, partners and communities.

The analysis of our UK gender pay gap shows we still have a lot of progress to make in improving gender representation at all organizational levels. Globally we have a gender balanced workforce, with women representing 50% of Expedia Group's employees, but it's clear that there is an over-representation of females in lower grade roles and improving gender representation in more senior roles will help us with our commitment to closing the gender pay gaps. Increasing our efforts in recruitment, succession planning and learning and development is something we're deeply focused on.

We want all employees at Expedia Group to be treated fairly and equally. Our dedicated inclusion team have created a centralized inclusion strategy, expanding our diversity goals further than just gender to introduce a culture of action-based inclusion initiatives at all levels. We strongly believe we are and will continue to be, a driving force for inclusion.

Melissa Maher
SVP, Marketing & Industry Engagement and Chief Inclusion Officer

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